



EMPLOYMENT TRIBUNALS

Claimant: Mrs Susan Clarke

Respondent: Shiraz Hair Ltd

Heard at: Birmingham **On:** 30 January 2020

Before: Employment Judge Britton

Representation

Claimant: In Person

Respondent: No Attendance

JUDGMENT

1. The Claimant was unfairly dismissed and the Respondent is ordered to pay the Claimant a Basic Award in the sum of £689.64 and a compensatory award in the sum of £187.50 (inclusive of 25% uplift of £37.50 as it is just and equitable to increase the compensatory award under TULRCA Section 207A by 25%)
2. The Recoupment provisions apply, but the prescribed element is nil.
3. The Claimant's claim for notice pay being a sum due under the contract of employment succeeds. The Respondent is ordered to pay the Claimant 4 weeks' pay in the sum of £459.76 gross.
4. The change to the Claimant's hours/normal hours of work in January 2019 ought to have been notified to her in a written statement of change to employment particulars as required by Section 4(1) of the Employment Rights Act 1996. The Respondent is ordered to pay the Claimant 2 weeks' pay in the sum of £229.88.
5. The Respondent failed to pay the Claimant in lieu of her entitlement to 3 days accrued untaken annual leave on termination of her employment and is ordered to pay the Claimant the sum of £172.41 gross.

Employment Judge Britton

Date : 6 February 2020

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.